

# DENTAL ASSISTANTS



## SUMMARY OF CLASSIFICATION AND CONDITIONS CLAIMS

### 1. Pay increases based on increased value of Dental Assistants' work.

Comparison of current rates and proposed rates – table not exhaustive:

| Current Award Classifications                              | 2024 Award Rate | HSU Proposed Classifications                             | HSU Proposed Rate |
|--|-----------------|--|-------------------|
| No qualification<br>Grade 1 Year 1                         | \$65,953        | Dental Assistant<br>Level 1 Year 1<br>(no qualification) | \$70,653          |
| Certificate III<br>Grade 1 Year 1                          | \$68,892        | Dental Assistant<br>Level 2 Year 1<br>(Certificate III)  | \$75,813          |
| Certificate Level IV<br>Grade 2 Year 1                     | \$71,909        | Dental Assistant<br>Level 3 Year 1<br>(Certificate IV)   | \$82,631          |
| Grade 2 Year 4   | \$78,810        | Dental Assistant<br>Level 3 Year 2<br>(Certificate IV)   | \$91,071          |
| <i>Proposed HSU<br/>classification is a new<br/>level.</i> | NA              | Dental Assistant<br>Level 4 Year 1                       | \$93,584          |
| Coordinator<br>Grade 3 Year 1                              | \$86,185        | Dental Assistant<br>Level 5 Year 1                       | \$93,584          |
| Grade 3 Year 2   | \$89,213        | Dental Assistant<br>Level 5 Year 2                       | \$97,528          |

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Authorised by: Gerard Hayes AM, Secretary HSU NSW/ACT/QLD



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### 2. Updated classification structure and improved career progression.

|   |  |
|---|--|
| Level 1 – <i>Entry Level Dental Assistant</i>       | Entry level position for employees who have not completed a dental assisting qualification.  |
| Level 2 – <i>Proficient Dental Assistant</i>        | Has completed a relevant Certificate Level III in dental assisting or an alternative equivalent qualification.                                   |
| Level 3 – <i>Highly Proficient Dental Assistant</i> | Has completed a relevant Certificate Level IV in dental assisting or an alternative equivalent qualification.                                    |
| Level 4 – <i>Senior Dental Assistant</i>            | Meets the requirements of Level 3, and demonstrates advanced knowledge, skills and experience in technical leadership within a specialised area. |
| Level 5 – <i>Dental Assistant Coordinator</i>       | Meets the requirements of Level 3, and is appointed to coordinate and manage the work of a team within a hospital or across clinics.             |

### 3. Improved conditions of employment for all dental staff:

- Remuneration for all employees when undertaking professional development activities.
- Reimbursement for expenses on professional requirements including but not limited to: registration with AHPRA or a relevant professional association, Working with Children Checks.
- Access to Grading Committee to ensure fair and timely consideration of regrade or reclassification.

### 4. Additional allowances:

- Allowance for clinical services outside of a standard NSW Health fixed dental clinic, or in atypical dental work environments.
- Supervision allowance paid to a Dental Assistant (other than Level 4 and Level 5) who is responsible for administrative tasks related to clinical operations, and day-to-day operational supervision of Dental Assistants.
- Allowance for holding a further qualification.

### 5. Provisions for workload, staffing and hours of work:

- Fair workload and staffing provisions.
- Enforceable rights for workload review.
- Improved recognition of unpaid work beyond contracted hours (paid overtime).

### 6. No member worse off as a result of Award Reform.



After reading the summary of claims, please complete this survey